



Boys Republic

Annual Report For Fiscal Year 2018

President's Message

Larry Walker
Board President

This greeting is written as we approach the holiday season – a time for celebration, and a time for giving thanks. The holidays are also a time when we pause in our busy lives, and take time to be with family and friends, looking back to good times past, and ahead to the promise of the future. For many, Boys Republic fits right in with the holidays, because we have much to celebrate, and much to be thankful for.

I've been getting calls from all over the country, from family members who have received their Della Robbia wreaths in the past few days. These fresh, fragrant, combinations of fruit and greenery have become a symbol of Boys Republic over the years. In their creation, they are the product of the young men and women who are the focus of our efforts. They are also a mainstay of the fundraising work that sustains BR, and many who support our organization first experienced Boys Republic in a Della Robbia wreath.

As we pause and look back, we remember those who are no longer with us. Long time board member John Watkins stands out as a good example of a great leader who contributed profoundly to the growth and development of Boys Republic.

He was an effective leader and an amiable mentor, able to influence a large organization or relate to an individual board member, staff or student in a manner both supportive and challenging.

Another long-time friend of Boys Republic is Max Scott, who served as Executive Director at Boys Republic for many years. He continues to contribute significantly to life at Boys Republic, and his name will grace the Max Scott Center for the Culinary Arts, which is now one-third complete, and should be close to being finished by summer 2019. Funding for this incredible endeavor is largely accomplished as well.

A major source of that funding is the Steve McQueen Car and Motorcycle Show, which has become a phenomenal success in a single decade. What started out as a small car show has grown to a major event as a result of the hard work of Ron Harris, Chad McQueen, Peter Dunkel, their Car Show committee, and hundreds of volunteers.

But as with a family, the focus at Boys Republic is not on financial success, or on the facilities that continue to grow and serve. As in

1907, our purpose is to welcome young men, and more recently young women as well, whose lives have suffered from neglect, abuse, abandonment, and violence, and to teach and model a way of life that involves shouldering responsibility, understanding and accepting consequences, and working hard to accomplish important goals.

"Nothing without labor" is not just a slogan; it represents a way of life based on a real understanding of how the world works. One of the most rewarding aspects of service on the BR Board of Directors is seeing the success of those involved in the program. These successes range from simple victories on the daily path from acting out to being accountable for one's own actions, to completion of programs that teach valuable skills leading to gainful employment and participation as a contributing member of the community.

On behalf of the 2017-18 Board of Directors of Boys Republic, I thank every volunteer, every donor, every staff member and everyone else who makes it part of your life to contribute to the success of BR. Lives are changed here, and our lives are made better in the process.



Executive Director's Message

Chris Burns
Executive Director

This past year was spent continuing the work of the last few. Most of the agency's focus has been dedicated to implementing the newly enacted regulations brought forth from the State's Continuum of Care Reform (CCR). The State and Counties were not prepared for the amount of work this reform had created and what was intended to come online in January of 2017 took until December of last year for us to eventually receive our license under the new STRTP (short term residential therapeutic program) category. With license in hand, many of the goals of CCR were already components of Boys Republic's model of care. Involving family throughout the treatment process, prioritizing student involvement in decision making, and preparing youth for success in the adult world through the teaching of independent living and vocational skills have always been cornerstones of our approach. Our County partners have struggled with implementation of the Aftercare and Mental Health components as contracting for these services at the scale required has proven to be a very difficult task and will most likely occur in the next fiscal year.

In 2018, The Friends of Steve McQueen Car Show celebrated the 50th anniversary of the iconic McQueen film *Bullitt* in grand fashion. In doing so; the Car Show Rally added an additional night, the singular showing of the movie at any US Theatre in 2018 was held locally two days before the show with Neile McQueen sharing "behind the scenes" anecdotes from the set, the Friday Night Dinner hosted nearly 800 guests which sent the culinary staff and students into overdrive, and the show brought more registered cars and spectators than ever before. The pinnacle of the celebration occurred a few months earlier when Ford auctioned VIN #1 of its



DINNER UNDER THE BIG TENT: Attendance at the 2018 Friends of Steve McQueen Car Show Friday Night Dinner was so great that the event was moved from the gymnasium to a large capacity tent nearby. In the photo above, a Boys Republic student practices the fine art of waiting on tables.

2019 Bullitt Mustang with all proceeds coming to Boys Republic. Steve McQueen would be proud to know that his legacy is alive and is bringing greater awareness and support to the program that helped guide him into legendary success.

The kitchen replacement campaign continued this



year as it is the largest in scope of any single project in our 111 year history. We broke ground in January and have progressed steadily through various phases looking forward to completion sometime next year. The eventual grand opening will provide the fitting opportunity to pay tribute to the man in whose honor the culinary center is named, Mr. Max Scott. While the vision for this center came several years after Max's retirement, it represents so much of what Max stood for.

Good food was always important to Max. He fundamentally believed that the most basic way to communicate to newly enrolling students that Boys Republic was a good place and that they would be taken care of while they were here was by providing excellent food and plenty of it. There were never restrictions on the food budget, only an eye toward not being wasteful. Max recruited our Food Services Director, and he and his team slowly expanded the production kitchen into an operation that focused on giving students an educational opportunity around food service as well. Those early years provided a foundation and demonstrated how much the students enjoyed learning those skills and

how it expanded their options for employment upon graduation. That foundation led to the construction of our Teaching Bakery in 2014. The incredible success it has experienced helped guide us toward the vision of the soon to be finished Culinary Center.



PHILANTHROPIC FRIENDS: Mary Lou Boone and son, Nick Boone, long-time friends of former Executive Director Max Scott (on left, above), made the generous lead gift to the new Culinary Arts Center.

Even the naming of the center in Max's honor reflects principles that were at the core of Max's treatment philosophy. He emphasized that each student undertakes an individualized treatment plan to help guide them toward success in their communities, but helping other students and serving the BR community provides the cement for the foundation of positive change. Mary Lou Boone and her son Nick exemplified that selflessness when they provided a gift toward the project significant enough to create a naming opportunity, but insisted that they would do so in the name of Max Scott. We look forward to the completion of the center in the next year and the chance to

celebrate a man who dedicated 46 years to the lives of students and Boys and Girls Republic.

Who We Are . . . And What We Do . . .

Boys Republic is a non-profit, privately-endowed agency providing nationally accredited residential and non-residential youth services to disadvantaged, at-risk young people from throughout California. It operates a total of eight programs — currently, all in Southern California: a 200-acre residential campus, school, and farm in Chino Hills; two residential group homes for boys in Los Angeles and Pomona; a Girls Republic group home in Monrovia and non-residential day treatment centers and schools in the cities of Monrovia and El Monte. Our Aftercare and Independent Living Programs serve all of the agency's facilities.

The total capacity for all Boys Republic facilities is 203 including 168 residential beds and the capacity to serve as many as 35 young people (and their families) in day treatment centers. Boys Republic provides diverse programs of educational, psychological, vocational and family reunification services. These programs include:

- Educational on-grounds public school (accredited by Western Association of Schools and Colleges)
- General testing and assessment
- Psychiatric and psychological assessment therapy
- Individual professional counseling
- Group, single and multi-family counseling
- Family preservation, family reunification counseling
- Medical, dental and nutritional care
- Nationally-recognized independent living program
- Athletics, recreation, physical fitness
- Educational and vocational counseling
- Vocational training (ROP)
- Work experience, employment training
- Substance abuse education, counseling
- Structured 24-hour residential services
- Intensive day program
- Aftercare services for all graduates
- Transitional housing program accommodations

Fiscal Year 2018 Milestones

Since its founding in 1907, Boys Republic has helped more than 31,000 abused, abandoned and at-risk boys and, in recent years, growing numbers of young women as well. While they come from all social strata, all racial and ethnic backgrounds and from diverse family situations, many share pertinent case history characteristics. In FY 2018:

- Boys Republic/Girls Republic served 485 young people in residential and day treatment programs.
- Approximately 80% of incoming students have been in other placements.
- More than 60% of the boys we treated have histories of physical or sexual abuse.
- All were referred with emotional and/or behavioral problems.
- Fully 80% of the boys and 50% of the girls entering residential programs are from one-parent homes.
- One student in nine is virtually homeless, having no parents or family to which he/she can return.
- The average length of stay for residential students was eight months.
- Nearly three out of four new students came to Boys Republic below academic grade level.
- Formal family counseling sessions numbered more than 1,000; most included entire families.
- One hundred percent of the student body earned school credit including a significant number of students who advanced one full year or more academically.
- Upon graduation, more than 80% of residential students returned to the home of one or both parents. The rest either returned to the home of another relative or were emancipated through our Independent Living Program and utilized Boys Republic aftercare services to live on their own.
- Twenty-nine students were awarded scholarships following graduation, totaling \$27,212. An additional 69 graduates received a total of \$76,036 in financial assistance in the form of grants and aftercare administered by Boys Republic's Aftercare Program.

Our Outcomes . . . Accountability You Can Measure

Boys Republic’s programs for troubled teenagers have posted consistently positive outcomes for its graduates. We believe this is largely due to the agency’s distinctive treatment approach -- every effort is made to avoid relieving students of responsibility for their own lives.

Students are encouraged, under the supervision of adult professionals, to evaluate and guide each other toward appropriate behavior. For example, in a process that takes place in daily group sessions or in student government, one student might politely inquire of another, “I understand that you had a tough childhood — that’s true for most of us — but what’s that got to do with you deciding to steal your neighbor’s car?”

Implicit in this approach is the idea that young people, regardless of their backgrounds, are capable of being held responsible for their choices. Given appropriate expectations — especially from their peers — and an opportunity to have a real voice in all decisions made for them, students learn to question antisocial decision-making and to orient themselves toward positive, conventional lifestyles.

We developed a set of standards to evaluate, among other things, what degree of conventional, independent functioning our students maintained after graduation. The research works in close coordination with our aftercare follow-up program. Evaluation takes place at regularly scheduled intervals over a one-year period following a student’s graduation.

The chart below shows a five-year average of self-reported student outcomes in four key areas under which we are committed to helping our students achieve success.



SELF-GOVERNANCE IN ACTION: *Boys Republic students are organized into a municipal model of representative government, electing student council members, mayor, and mayor pro tem and commissioners. They convene weekly in council meetings and campus-wide “Town Meetings” and daily cottage meetings to review and evaluate students’ progress and adjustment to campus norms.*

Fiscal 2018 Student Outcomes*

- **Law Abiding Citizen:** Graduates will be arrest-free after 12 months.
- **Productive Member of Society:** Graduates will be attending school, working or in the military.
- **Acceptable Living Arrangement:** Former students will have an acceptable living arrangement 12 months after discharge.
- **Not on Welfare:** Graduates will be free of welfare or other institutional support.

	Law Abiding Citizen**	Productive Member of Society	Acceptable Living Arrangement	Not On Welfare
All Graduates	80%	85%	80%	96%
Chino Hills Campus	77%	82%	75%	94%
Community Residences	81%	83%	79%	92%
Day Treatment	87%	98%	97%	97%
Independent Living Program	88%	89%	86%	95%

* Outcome data are based on student self-report.

** Excludes minor traffic violations.

Kitchen Replacement Project Update



Max Scott Center for the Culinary Arts

Kitchen Replacement Project: Phase One Nearly Complete

By the close of the 2017-2018 fiscal period, it was clear to everyone on campus that the Kitchen Replacement Project had become more than just a dream on paper. The building exterior and interior had both taken enough dimension that we could walk through and imagine our students working and learning the food services trade on commercial-quality equipment that would soon fill the facility.

The project is scheduled in two phases. The first, which consists of the expanded bakery, culinary arts classroom, production kitchen and bistro, will be complete and ready for occupancy by February 2019. The second (and smaller) phase includes the remodeled cafeteria, the ware washing area and the building's exterior. Its anticipated completion is July 2019.

We currently estimate that the total project cost will be in the range of \$5.3 – \$5.4 million. This amount is greater than our initial estimate of \$4,563,199. The construction trade in Southern California is booming and, as a result, sub-contractors for the various trades are busy with other projects. Consequently, their bids for the Kitchen Replacement Project have come in higher than originally estimated.

Fortunately, our donors have been exceptionally generous. We believe the Kitchen Replacement Project is now fully funded. To date, we have raised \$5,382,809. By the end of this report period, we had spent \$2,380,724. The rest of the funds raised will be applied toward the Kitchen Replacement Project as construction continues.



STUDENT INVOLVEMENT:

Boys Republic recruited students enrolled in the agency's Masonry Class to build the concrete block enclosure for the new Culinary Arts Center's water run-off filtration system which is required by State Water Quality Management Plan regulations. The class introduces students to the fundamentals of masonry. Projects like the Culinary Arts Center provide masonry students with the necessary work experience that qualifies them for entry level jobs in the trade, once they leave Boys Republic.

It Takes a Community to Build an Organization

Jay Leno Served as 2017 Wreath Chairman

Acclaimed TV late-night show host Jay Leno generously served as the Honorary National Chairman of the 2017 Della Robbia campaign. In this role, Mr. Leno appeared in literature promoting the sale of Della Robbia wreaths. Mr. Leno is the latest in a long line of notable public figures to raise community awareness for Della Robbia wreaths and their value as a work experience program for disadvantaged students.

Best known for *The Tonight Show with Jay Leno*, Mr. Leno hosted the evening program for over two decades. His impressive résumé also includes stand-up comedian, best-selling children's book author, voice-over artist, and producer and star of the web and television series *Jay Leno's Garage*.

Mr. Leno's enthusiasm for cars and motorcycles is apparent in his personal collection—he owns over 170 classic cars and 150 motorcycles. He collects and maintains his remarkable fleet in an environmentally friendly car garage in Burbank, California that rivals any automotive museum.

Mr. Leno graciously hosted Boys Republic students Karen Villa and Brian Coulter, pictured at right, for the promotional photo shoot.



Photo: Ryan Beck

Limited Edition Bullitt Drives Major Support for Boys Republic

This year, Steve McQueen's classic thriller *Bullitt* marked its 50th anniversary. To commemorate the popular film, the McQueen Estate partnered with Ford Motor Company to honor the legacy of Boys Republic's most famous alumnus.

Steve McQueen served Boys Republic students, often visiting the campus to bring toiletries and his company at the height of his film career. Thus, the late actor's estate collaborated with Ford to arrange an auction, which served as a tribute to Mr. McQueen and a generous gift to the agency.

The auction of VIN 001 of the special-edition 2019 Mustang Bullitt was held by Barrett-Jackson. On January 19, Barrett-

Jackson unveiled the Mustang Bullitt in Scottsdale, Arizona. The Mustang Bullitt, which features a V8 engine that packs more than 475 horse power and 420 feet of torque, is coated with dark Highland Green exterior paint as a salute to the 1968 Bullitt car and is completed by subtle chrome accents.

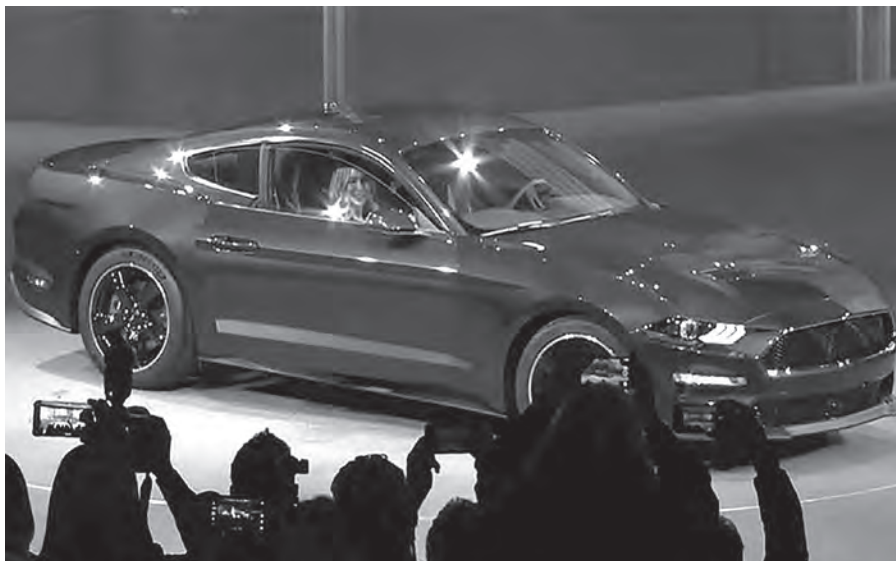


Photo: Duffy Blau

The Mustang Bullitt was auctioned off to an anonymous car enthusiast for \$300,000. Significantly, 100% of the auction proceeds were generously donated to Boys Republic, where they will be applied towards the Kitchen Replacement Project.

Boys Republic News Briefs

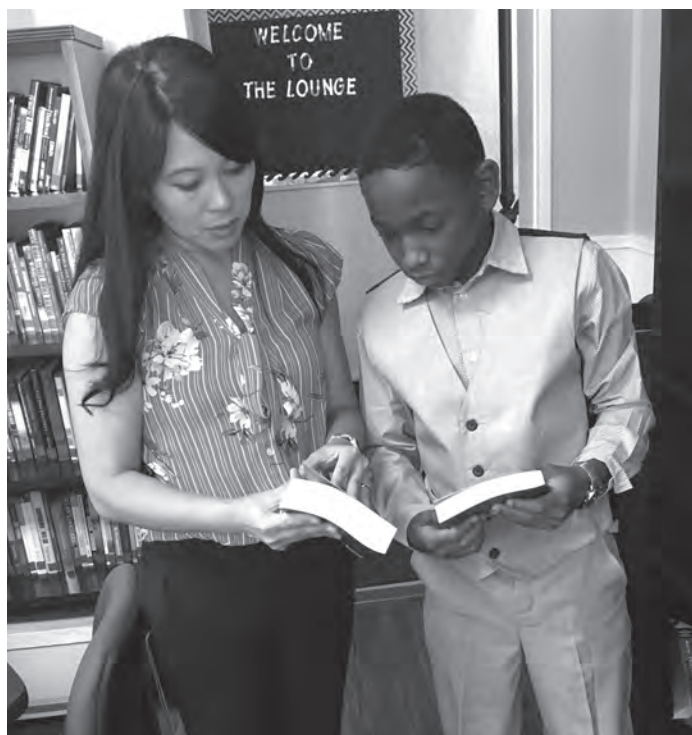
Boys Republic Bakery Supplier to Pavilions Supermarket

Pavilions, an upscale supermarket, has offered Southern California a wide selection of groceries since the 1980s. A more recent supplier to the grocery chain is Boys Republic's own Teaching Bakery.

The bakery, which serves primarily as a hands-on classroom to prepare students for jobs in the food services industry, has supplied Pavilions with desserts since 2016. This fiscal year, the Teaching Bakery increased their five dessert items to nine. The variety of sweets can be purchased in Pavilions stores from San Diego to Ventura.

Twenty-six Pavilions stores are now stocked with the students' baked goods. Boys Republic's contract with Pavilions was brokered by Food Services Distributor Scott Roysner. Under the contract, Mr. Roysner transports and delivers the desserts to stores once students and bakery staff produce, package, and freeze them.

In fiscal year 2017, the Teaching Bakery has more than doubled its production output through its contract with Pavilions. Supplying Pavilions with desserts has additionally increased the demand of the quality of products the bakery students make. The teenagers must bake, decorate, and package each product consistently and uniformly in order to meet professional standards.



READING THEIR INTERESTS: Above, Boys Republic High School teacher Cindy Palacios shows her student a new novel in the Lounge.

Students Welcome New After-School Reading Room

Long used as a classroom, the former campus library is unable to accommodate students interested in reading about different cultures, individual stories, and alternative worlds. Boys Republic students needed a dedicated reading room, so the Lounge was opened.

The Lounge opened last November on the main campus. It serves as a welcome after-school reading room stocked with popular classics and contemporary novels that pique the teenagers' interests. Tucked between four campus cottages, the Lounge is both easily accessible to students and enticing in its large collection of various genres. Students can peruse books that are color-coded by genre, including non-fiction, fantasy, memoir, science fiction, and comics.

The impressive collection was catalogued by Boys Republic High School English teacher Cindy Palacios and student volunteers. Mrs. Palacios, select students and key staff formed the Lounge Committee with input from Director Emeritus Vilma K. Palette. The committee helped collect and organize new and gently used books, refurbish the room as a comfortable reading space, and determine student behavior norms for the Lounge.

Now a fully operational reading room, the Lounge provides students with engaging reading material to inspire, challenge, and stimulate.

Students Give Back at The Midnight Mission

Teenagers continued to serve the community in fiscal 2017. As part of their community outreach, students enrolled in Monrovia Day program, including Girls Republic students and boys at the Los Angeles Residence, volunteered at the Midnight Mission on a near monthly basis.

The Midnight Mission is a nonprofit organization that offers critical services to the homeless on Los Angeles' "Skid Row." One of its programs provides three meals per day to impoverished men and women. Since the Mission largely relies on volunteers to serve meals in their cafeteria, the Boys Republic and Girls Republic students have assisted in the process.

Along with staff, students are stationed throughout the Mission's large cafeteria. Many of the teenagers stand behind the serving line, doling out food onto people's trays. Other boys and girls fill trays and take them to disabled diners, as well as bus empty trays. At the back of the cafeteria, two teenagers clean off the trays, sort used utensils, and stack the trays.

Every student volunteer interacts with the diners, learning their stories, struggles, and goals as they serve.



Above, a Girls Republic student talks with a diner in the Midnight Mission's cafeteria. Students volunteered on a monthly basis at the Midnight Mission, which provides critical services to the homeless population in downtown Los Angeles.



Alumnus Eddie Lara's Playful Hard Work

Since graduating from Boys Republic in 1990, Eddie Lara has taken the motto "Nothing Without Labor" to heart. Eddie has combined his imagination, innovation, and a playful outlook on life to create an engaging livelihood for himself.

It all started when Eddie walked into his brother's garage and discovered a variety of unused catering equipment on the shelves. He had an idea to use the materials to help him operate his own restaurant. With no prior experience in the food services industry, Eddie worked hard to turn his vision into a reality.

Eddie opened Taco Dudes, a hip and laid-back taco shop, that sits square in the Chino neighborhood where he grew up. In fact, the building Eddie leases is the exact one where he and his friend, as energetic teenagers, played pranks on the former renters. Eddie smiles as he recalls how his mischievous behavior led him to, years later, taking over the lease from the adults he constantly bothered in his youth.

Now a responsible but still energetic owner of a local business, Eddie serves as an inspiration to current Boys Republic students. Students visit with Eddie when he comes to the Chino Hills campus to speak with them, and they occasionally eat at Taco Dudes, where Eddie can steer any teens acting out into appropriate public behavior because he can identify—and reflect on—his own youthful blunders.

Board of Directors

The primary governing body of Boys Republic is a Board of Directors that, by tradition, is made up entirely of volunteer citizens from communities served by the agency. The Board is self-perpetuating, electing its members from the ranks of Southern California's leaders in business, professional and civic life. Many directors remain associated with the agency for decades. (The dates in parentheses following each name indicate the beginning year of service.)



Mrs. Elizabeth Anderson
(2017) Alumna, Licensed Dental Hygienist



Ms. Mella Brienza
(2009) President, Pasadena Auxiliary



Jay Davis
(2011) Attorney, Retired



Larry Edgar
(2007) Certified Public Accountant



Jeff Goodman
(2017) Management Consultant



Mrs. Tina Javid
(2011) Public Affairs Mgr. So. Cal Gas Co.



Timothy J. Kay
(2000) Partner, Snell & Wilmer LLP



Doug LaBelle
(2009) Former City Manager for Chino Hills, Retired



Gary Larson
(2006) Business owner, former Mayor of Chino Hills, Retired



Joe Mendoza
(2011) Deputy Director, LACo Dept. Parks and Recreation



Michael Miramontes
(2005) Alumnus, President / CEO, QuickClass, Inc.



David Pangle
(2015) Alumnus, City of Anaheim Dept. of Public Works



Ms. Claudia Parker
(2015) Attorney, Parker Law Group



Ms. Carol Ritchie
(2016) Retired/Consultant; Former Director Los Angeles County Probation



Mrs. Jody Roberto
(2016) Former District Director, California State Senator Bob Huff



Miles Petroff
*(2011) Verizon,
Retired*



Jeff Seymour
*(1989) Retired,
El Monte School District
Superintendent*



Dennis Slattery
*(1997) Attorney,
Investment Counsel*



Larry Walker
*(2006) Auditor/Controller;
Treasurer/Tax Collector,
San Bernardino County*



John F. Watkins
*(1970) John F. Watkins
Associates*

Directors Emeritus



Mrs. George N. Boone
*(1984) Civic and Cultural
Affairs*



Mrs. Ernest Bryant III
(1973) Rancher



Mrs. Neil S. Fine
(1972) Retired



Ms. Vilma K. Pallette
*(1982) Training
Consultant/
Volunteer Coordinator/
Motivational Speaker*



Gordon A. Schaller
*(1988) Attorney,
Estate Planning,
Jeffers Mangels, Butler &
Mitchell LLP*



Mrs. Neile McQueen
(2004) Performing Artist

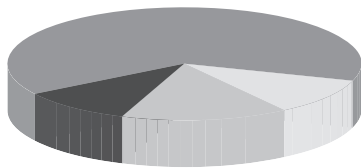


Terre Wellington
*(1999) Regional Vice
President, Kohl's*

Boys Republic 2018 Financial Highlights

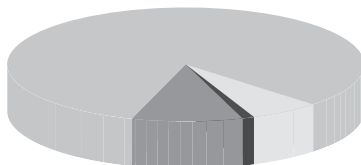
Revenue	2018	2017
Board and Care	\$11,921,262	\$10,524,303
Della Robbia Sales	1,713,096	1,722,199
Agriculture	82,058	84,766
Total Revenue	\$13,716,416	\$12,331,268
Expense of Operations		
Program Services	\$19,669,060	\$18,868,090
Management & General	1,455,759	1,844,401
Fund Raising	298,685	289,383
Total Operating Expense	\$21,423,504	\$21,001,874
Gain (Loss) from Operations	(\$7,707,088)*	(\$8,670,606)*

**Operating deficit offset by income from Boys Republic Endowment Fund*



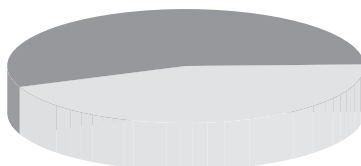
2018 Total Revenues

■ Service Fees	64.0%
■ Contributions	10.5
■ Investment Income	5.3
■ Wreath and Miscellaneous	10.2



2018 Operational Expenditures

■ Direct Child Care	82.6%
■ Administration	6.3
■ Development	1.3
■ Physical Plant	9.8



2018 Service Fees

■ Boys Republic Subsidy	44.4%
■ Service Fees	55.6